

Strategy for nursing care at Hospitalsenhed Midt – Regional Hospital Central Jutland

2025–2029





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Preface

Since 2017, Fundamentals of Care (FoC) has been the frame of reference for the delivery of nursing care at Hospitalsenhed Midt – Regional Hospital Central Jutland. We have worked to implement the fundamentals in our hospital unit and contributed to national and international work on FoC.

I see great value in hospitals, municipalities and educational institutions across Denmark and internationally working together to strengthen the nursing profession. Through FoC, we have gained a common language for talking about nursing care. This contributes to strengthening an ethical foundation that focuses on respect for people, their rights and dignity, and which promotes health and well-being.

According to FoC, one dimension of the delivery of fundamental care is the establishment of a relationship with the patient, starting with the integration of nursing care, including the psychosocial and physical needs of the patient and their relatives, and the relational actions of the nurse.

In our Nursing Strategy 2021–2024, the focus was on describing what nursing is, using FoC as a frame of reference. I hope that you feel that the strategy has helped to clarify what we want nursing care at Regional Hospital Central Jutland to be about, and that it has laid the foundation for dialogue and initiatives in our various departments.

Our strategy for 2025–2029 sets the direction for how FoC will continue to be the foundational frame of reference for nursing care at Regional Hospital Central Jutland. It is my hope and desire that nursing care, with FoC as its foundation, should be evident in our clinical practice as well as our educational and research activities. Management support is key.

A solid foundation has been laid for our work with FoC, as evidenced for example by the strong support for the internal training programme established in connection with our strategy for 2021–2024.

We see an advantage in being able to work together across disciplines on the content of the three dimensions of FoC, as care and treatment are essentially person-centred and situation-centred.

With this strategy, I want to work with the Council for Professional Nursing to build on the previous strategy and continue to use FoC as the framework for the delivery of nursing care at Regional Hospital Central Jutland.

Mette Fjord Nielsen, Chief Nursing Officer

Introduction

Our Nursing Strategy 2025–2029 aims to highlight the importance of nursing care in encounters between patients, relatives and nurses in clinical practice, education, quality/research and management.



The strategy is closely linked to the mission of Regional Hospital Central Jutland of developing specialist healthcare services that ensure patients experience continuity and high professional standards. The vision is for patients to feel welcome and well treated in an integrated healthcare system.

The 'how' of nursing focuses on prioritisation and the strategies applied in the delivery of nursing care. Concepts such as clinical decision-making and clinical leadership are key in this context. Clinical decision-making involves assessing the patient's care and treatment needs in specific situations, while clinical leadership focuses on care management from a diverse perspective, where context of care is crucial.

This strategy is based on Fundamentals of Care (FoC) and the following dimensions:

Relationship, Integration of Care, and Context of Care. FoC provides a common language and a systematic framework for reflection, which strengthens situation-centred and person-centred, evidence-based nursing practice. This involves drawing on clinical experience and relevant resources, while taking account of the patient's wishes. Evidence-based practice draws on various forms of knowledge, such as scientific knowledge, nursing theories, practical skills, and ethical and moral knowledge.

Nursing expertise is essential for contributing to interprofessional collaboration. We must strengthen nursing expertise as a prerequisite for the delivery of appropriate and coherent patient pathways involving an array of interdisciplinary and complex tasks.

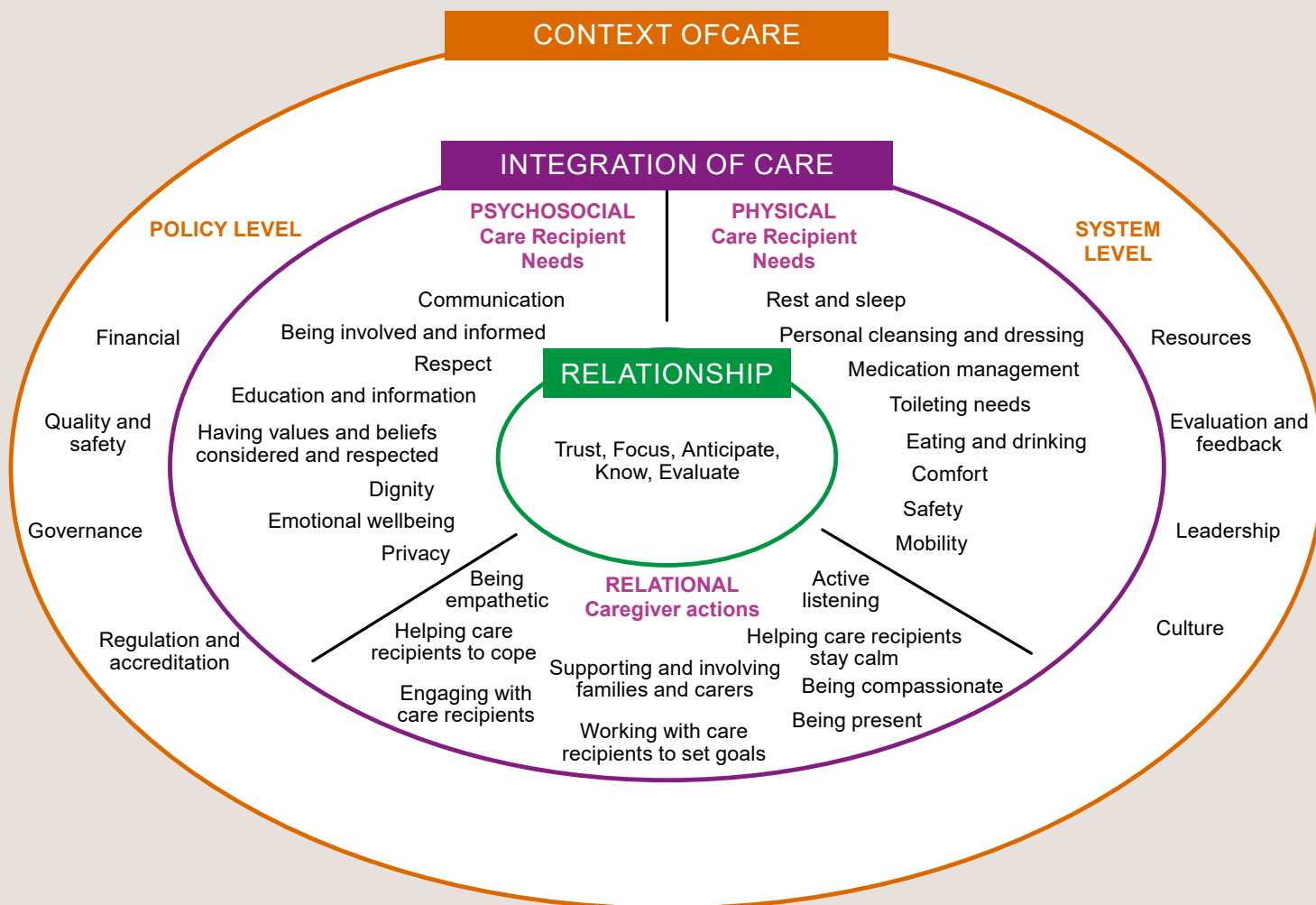
Working with FoC can support the vision of Adapting for the Future (Tilpasning til Fremtiden) by focusing on which tasks and workflows we can simplify, eliminate or digitalise. Reflection using FoC as a framework makes it possible to review one's own practice and identify areas that could benefit from evaluation.

FoC can help strengthen our professional expertise and direct attention towards nursing care, contributing to achieving high care and treatment standards.

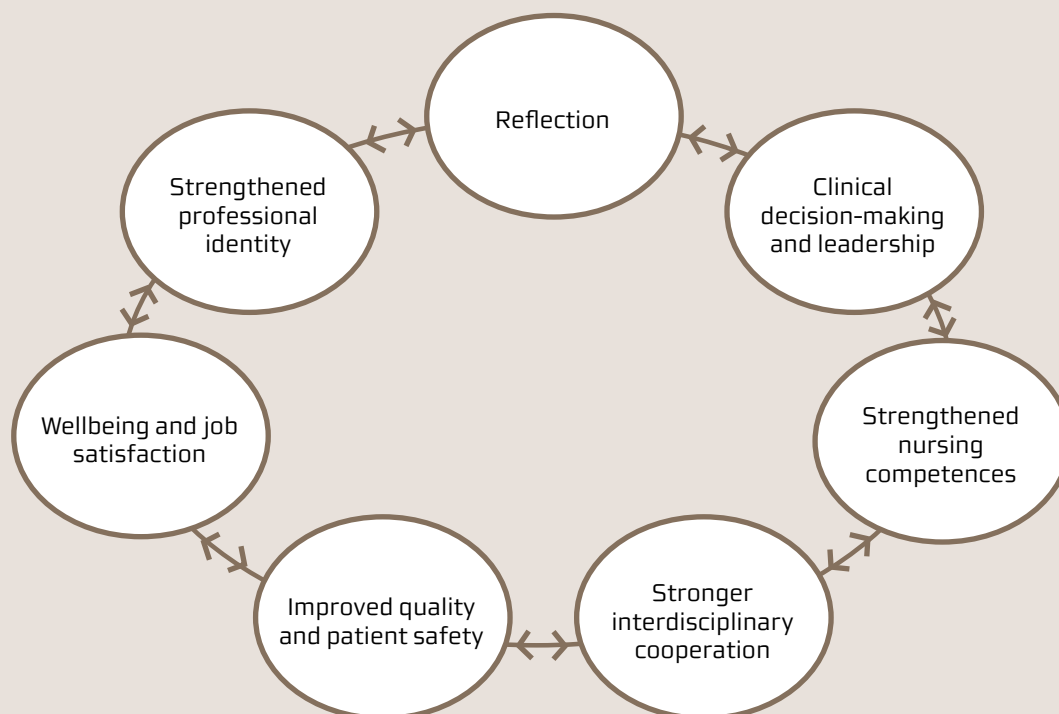
Nursing practice areas

FoC can be seen in the various areas of nursing practice: clinical practice, education, quality/research and leadership, which are described below.

* <https://www.hemidt.intranet.rm.dk/min-afdeling/administrationen/virksomhedsgrundlag/>



Source: Image obtained from <https://ilccare.org/the-fundamentals-of-care-framework/>



Source: The writing group for nursing strategy.

Clinical practice

With FoC as a foundation, clinical decision-making and clinical leadership are supported. The elements described in the inner and middle circles of the frame of reference can be used to develop an evidence-based practice in nursing and as a basis for an evidence-based approach. Based on these elements, nurses will apply various forms of knowledge, e.g. nursing theory, scientific knowledge, professional and personal competences as well as the patient's perspective, in the delivery of nursing care and as argumentation for the nursing care provided.



How can FoC support clinical practice at Regional Hospital Central Jutland.

- **Relationship with patients and relatives:** FoC highlights the importance of establishing a safe and trusting relationship with patients and their relatives, which is fundamental to the delivery of good nursing care.
- **Collecting information about the patient:** By collecting relevant patient data, nurses can prioritise care interventions so that patients and their relatives experience situation-centred and person-centred care and treatment.
- **Systematic data collection:** The elements of FoC can form the basis for a systematic approach to data collection, which can help nurses focus on the most relevant areas in specific situations.
- **Reflection on all three dimensions:** FoC provides a basis for systematic reflection on the three dimensions: Relationship, Integration of Care, and Context of Care. Examples include receiving patients or reflecting on cases (mono-professionally).
- **Argumentation in an interdisciplinary context:** FoC can strengthen the argumentation for the need for nursing care in interdisciplinary collaborations, e.g. based on the patient's needs as well as care and treatment goals.
- **Documentation:** The necessary documentation is kept up to date and includes an assessment of the patient's psychosocial and physical needs.

Education

FoC can be incorporated into all forms of nursing education as the framework describes what nursing is and what it requires. FoC creates an opportunity for reflection and requires the application of knowledge from different areas of the health sciences. In addition, theory and educational tools must be applied to process knowledge for the benefit of both the patient and their relatives.

FoC can also be seen as an opportunity for ongoing competence development for staff. Therefore, planned and structured training to support such development is essential.



How can FoC support education at Regional Hospital Central Jutland?

- **For newly hired nurses:** FoC can help create an understanding of how nursing care is prioritised, framed and articulated at Regional Hospital Central Jutland. For example, through a mono-professional onboarding and training programme framed by FoC.
- **FoC course:** Nursing staff can participate in an annual internal course that provides inspiration for implementing FoC in their own units and departments.
- **Collaboration with academic institutions:** Regional Hospital Central Jutland collaborates with universities and other educational institutions on FoC to create coherence.
- **Nursing students and social and healthcare students:** Students are introduced to FoC during their studies and can continue working with FoC during their internships.
- **FoC in research:** FoC can be used in Bachelor's, Master's, and PhD projects to underpin the professional development of nursing care.

Quality and research

Quality and patient safety belong in the outer circle – the context of care. This shines a light on the fact that the context of care influences the conditions under which care integration and relationship development take place.

Evidence-based nursing practices and the use of FoC as a frame of reference for the delivery of nursing care can help improve the quality of care and treatment. FoC builds on systematically collected data from research articles, nursing theories and empirical studies of nursing practice – from the perspectives of both patients and nurses.



How can FoC support quality and research at Regional Hospital Central Jutland?

- **FoC supports quality and safety** by highlighting their importance in nursing practice.
- **Systematic data collection** from healthcare sources such as audits and the BI portal can be used to improve the quality of care and treatment.
- **The dimensions of FoC** can play a role in improvement efforts through directing a focus on professional, user-experienced and organisational quality. For example, through workflow analyses and PDSA cycles, which can bring about changes for the benefit of patients.
- **Integration of nursing care into clinical practice, education and research projects** can help promote research based on existing evidence and aims to create new knowledge that directly benefits patients, while prioritising learning and education.
- **Patients and relatives** are actively involved in quality, improvement and research projects to ensure that the patient perspective is an essential part of the work.
- **Nursing indicators** are used and requested in databases, which directs attention towards nursing care actions and projects.

Leadership

For the nursing strategy to be translated into practice, it is essential that it is supported and implemented by nursing management. Nursing managers play a key role as role models for working with FoC. This involves actively putting FoC on the agenda and embedding it in the strategic direction set for the delivery of nursing care by all departments and units. It also requires managers to support and encourage staff commitment to FoC, for example through projects that strengthen FoC and by enabling participation in courses and conferences for the purpose of knowledge building and networking.



How can management support FoC at Regional Hospital Central Jutland?

- **Prioritisation of FoC:** Nursing managers make an active decision to implement and support FoC in daily practice.
- **FoC ambassadors:** Appointment of FoC ambassadors in departments to promote work with FoC
- **Evidence-based practice:** Managers expect and support work with evidence-based nursing practice, in which FoC is a key element.
- **Patient assessment:** Managers encourage the use of FoC in connection with patient assessments, focusing on nursing-related issues specific to each patient.
- **Professional sparring and competence development:**
FoC is used in connection with professional sparring and competence development, and can be integrated as a foundation for performance reviews.
- **Training and theme days:** Prioritisation of training, theme days and staff meetings, as well as mono-professional time where FoC is discussed in relation to clinical leadership and person-centered nursing in own practice.

References and links

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Fact box

Regional Hospital Central Jutland keeps up to date with the latest knowledge in the field of FoC by:

- participating in national and international ILC network days.
- participating in national and international conferences.

Did you know that all employees at Regional Hospital Central Jutland are members of national and international Fundamentals of Care groups?

If you would like to know more or have a good idea for working with FoC, please contact the Nursing Council (SFR) by writing to Ellen Nymann at ellen.nymann@midt.rm.dk.

